

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Governance Report on Faculty Tenure
Date: January 7, 2002

**Recommended
Actions:**

1. Receive the report.
2. Request that the Regent universities closely monitor the tenure rates in departments where the percentage of tenured faculty exceeds 80% and report to the Board in next year's tenure report how they have addressed the continued vitality of those departments.

**Executive
Summary:**

This report is the annual governance assessment of tenure at the three Regent universities for the 2001-2002 academic year. Tenure is a contractual employment status by which faculty appointments are continued indefinitely. Tenure is typically awarded after a faculty member serves a probationary period that usually lasts up to seven years. At most institutions, tenured faculty members are subject to dismissal only for adequate cause or financial exigency.

Purpose of Report

It is critical for the institutions to monitor their tenure and post-tenure processes on an annual basis. Furthermore, the data in the report are used in the institutions' performance indicators (1-4) to determine the involvement of tenured and tenure-eligible faculty in undergraduate education.

Categories

At the Regent institutions, faculty positions are grouped into three categories: tenured (faculty who have attained tenure); tenure-eligible (probationary faculty who are on a tenure-track); and non-tenure-track (faculty who are not eligible for tenure).

Total Faculty

The Regent universities have a total of 6,550 faculty members in 2001-2002. This is a decrease of 1 faculty member from the previous year.

- Of the total, 2,813 (42.9%) are tenured faculty members; this is a decrease of 13 (-0.5%) from the prior year.
- There are 902 (13.8%) tenure-eligible (probationary) faculty members who are on a tenure track; this is a decrease of 27 (-2.9%) faculty members from the prior year.
- The remaining 2,835 (43.3%) faculty members are not eligible for tenure; this is an increase of 39 faculty members (+1.4%) from the prior year.

Percentages

In 2001-2002, the percentage of tenured faculty among those eligible for tenure is 77.3% (1,320 faculty members) at SUI; 75.9% (1,059 faculty members) at ISU; and 79.0% (434 faculty members) at UNI. This measure of tenure density increased at the three Regent institutions from the prior year.

Tenured appointments are 33.5% of all faculty appointments at SUI, 60.3% at ISU, and 50.9% at UNI. However, the SUI data are skewed by the high number of non-tenure-track clinical faculty in the Colleges of Medicine, Nursing, Pharmacy, Public Health, and Dentistry. By excluding the 1,568 non-tenure-track positions in these five colleges, the University's overall percentage of tenured faculty increases from 33.5% to 55.6%.

Comparison to Peer Institutions

Using the 1999-2000 IPEDS¹ tenure data for faculty on a 9-10 month contract, the data on Table 7 (page 32) indicate that:

- At SUI's peer institutions, the tenure rate range is 58.2% - 78.8%; at SUI, the tenure rate is 74.7%.
- At ISU's peer institutions, the range is 59.7% - 78.8%; at ISU, the tenure rate is 66.7%.
- At UNI's peer institutions, the range is 53.3% - 71.3%; at UNI, the tenure rate is 71.3%.

Tenured Minority Faculty

Since Fall 1990, the total number of tenured minority faculty at the Regent universities has increased from 192 to 318 (+65.6%) (Table 4, page 21). After annual increases in the total number of tenure-track minority faculty members since 1997, there was a decrease from 174 in Fall 2000 to 166 (-4.6%) in Fall 2001.

The percentage of tenured minority faculty in proportion to those who are tenure-eligible increased at all of the Regent universities. As a proportion of all minority faculty members who are eligible for tenure at the Regent universities, more than 62% of minority faculty members are tenured. As a proportion of all faculty members who are eligible for tenure at the Regent universities, 8.6% (318) are tenured minority faculty members and 4.5% (166) are tenure-track minority faculty members.

Tenured Women Faculty

Since Fall 1990, the total number of tenured women faculty at the Regent universities has increased from 460 to 692 (+50.4%) (Table 5, page 22). After annual increases in the total number of tenure-track women faculty members since Fall 1997, there was a decrease from 383 in Fall 2000 to 362 (-5.5%) in Fall 2001.

¹ Most recent data collected by the U.S. Department of Education's National Center for Educational Statistics.

The percentage of tenured women in proportion to those who are tenure-eligible increased at the three Regent universities from the prior year. As a proportion of all women faculty members who are eligible for tenure at the Regent universities, more than 65% of women faculty members are tenured. As a proportion of all faculty members who are eligible for tenure at the Regent universities, 18.6% (692) are tenured women faculty members and 9.7% (362) are tenure-track women faculty members.

Link to Strategic Plan:

This report addresses the following Key Result Areas (KRAs) in the Board's Strategic Plan:

KRA 1.0.0.0	Become the best public education enterprise in the United States.
Strategy 1.1.3.0	Include meritorious teaching as part of the reward structures relating to salary increases, promotion, tenure, and professional development leaves.
Action Step 1.1.2.3	Recruit an outstanding, strong faculty to foster intellectual vitality for graduate programs.
Action Step 1.1.3.2	Report data in the relevant governance reports and presentations to the Board.
KRA 4.0.0.0	Meet the objectives of the Board and institutional strategic plans and provide effective stewardship of the institutions' state, federal, and private resources.

Background:

Most colleges and universities in the United States offer some form of tenured employment for faculty. The specific terms of tenure policies vary among institutions, but they share many features. Each Regent university has developed tenure policies which have been approved by the Board and which guide the awarding of tenure.

Definitions

- Tenure is a contractual employment status under which faculty appointments are continued indefinitely. At most institutions, tenured faculty members are subject to dismissal only for adequate cause or financial exigency.
- Tenure is typically awarded to a faculty member who serves a probationary period that usually lasts up to seven years. After a series of annual retention proceedings, the awarding of tenure requires an affirmative recommendation based on an extensive evaluation process that frequently involves reviews by peers in the field and reviews at the departmental, college, and university levels. The Board formally confers tenure upon individual faculty at the recommendation of the universities.

Categories	At the Regent institutions, faculty positions are grouped into three categories:
	<u>Tenured:</u> Faculty members who have attained tenure.
	<u>Tenure-Eligible:</u> (Probationary Tenure-Track): Faculty members who are under consideration for tenure but have not yet achieved it.
	<u>Non-Tenure-Track:</u> Faculty members who are not eligible for tenure. These positions include adjunct, clinical, fixed-term, and visiting appointments that provide instructional, research, and supervisory services. A substantial majority of non-tenure-track faculty are practitioners in various professions (primarily health-related) who serve as non-paid clinical supervisors of students in work-based learning environments.

Analysis: The Board requires the Regent universities to make annual reports on faculty tenure. These reports present information on the operation of the tenure system at each university and include a current, detailed statistical analysis of all faculty appointments in each department and college by rank, tenure status, gender, and minority status.

Tenure Patterns The following tenure patterns were reported by the Regent universities for the 2001-2002 academic year:

- At SUI, there are 1,320 faculty members who are tenured. This represents a decrease of four (-0.3%) faculty members with tenure from the prior year and a decrease of 44 (-3.2%) from the peak year of 1996-1997. In 2001-2002, 77.3% of the tenure-eligible faculty is tenured. Although this is an increase from 77.2% during the prior year, the peak year occurred in 1997-1998 when 79.0% of the tenure-eligible faculty was tenured.
- At ISU, there are 1,059 faculty members who are tenured. This represents a decrease of 18 (-1.7%) faculty members with tenure from the prior year and a decrease of 225 (-17.5%) from the peak year of 1985-1986. In 2001-2001, 75.9% of the tenure-eligible faculty is tenured. Although this is an increase from 75.6% during the prior year, the peak year occurred in 1995-1996 when 83.0% of the tenure-eligible faculty was tenured.

- At UNI, there are 434 faculty members who are tenured. This represents an increase of 9 (+2.1%) faculty members with tenure from the prior year but a decrease of 22 (-4.8%) from the peak year of 1997-1998. In 2001-2002, 70.9% of the tenure-eligible faculty is tenured. Although this is an increase from 69.0% during the prior year, the peak year occurred in 1998-1999 when 75.8% of the tenure-eligible faculty was tenured.

The majority of tenured and probationary (tenure-track) faculty is employed on a full-time basis, while the majority of non-tenure-track faculty is employed on a part-time basis.

Tables 1 and 2
(pgs. 13 & 19)

Tables 1 and 2 document the numbers and proportions of tenured and non-tenured faculty at each institution. The data illustrate the current tenure statistics at each campus, as well as trends over the past ten years.

Tenure Density

Tenure density refers to the proportion of tenured faculty within the broader totals of either tenure-track faculty or total faculty at an institution. Tenure density has implications for academic program planning, the retention of probationary faculty, the opportunities for employment of less experienced faculty, and flexibility in the allocation of human and financial resources.

Distribution of
Tenured Faculty
by College

The following tables list the concentration of tenured faculty by college at each institution and show that there are a total of 6,550 faculty members in 204 departments at the Regent universities; the combined tenure rate is 75.7%. The immediate impact of tenure density is often most acute at the department level because tenured appointments are traditionally attached to departments.

Distribution of Tenured Faculty by College 2001-2002

University of Iowa	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible	
			2001-2002	2000-2001
Business Administration	6	149	74.1	75.9
Dentistry	10	284	77.0	76.1
Education	4	180	81.5	77.6
Engineering	6	122	75.3	69.9
Graduate	2	29	61.5	92.7
Law	1	61	92.3	77.0
Liberal Arts	42	1,080	76.9	78.5
Medicine	25	1,351	77.9	83.3
Nursing	1	257	78.9	63.9
Pharmacy	1	300	71.9	78.6
Public Health	5	128	72.3	61.5
University Total	103	3,941	77.3	77.2

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible	
Iowa State University			2001-2002	2000-2001
Agriculture	15	304	84.0	83.1
Business	5	82	69.7	69.2
Design	4	127	61.7	68.4
Education	4	120	68.9	66.3
Engineering	9	218	78.4	75.6
Family & Consumer Sciences	3	88	76.7	76.6
Liberal Arts & Sciences	20	656	74.0	74.5
Veterinary Medicine	5	126	79.3	79.3
Library	1	36	66.7	64.9
University Total	66	1,757	75.9	75.6

	# of Depts.	Total # of Faculty	% Tenured of Tenure-Eligible	
University of Northern Iowa			2001-2002	2000-2001
Business Administration	5	82	83.6	79.3
Education	7	259	67.4	66.3
Humanities & Fine Arts	8	205	77.7	72.9
Natural Sciences	7	150	68.6	66.0
Social & Behavioral Sciences	7	134	63.4	68.0
Library	1	22	68.4	55.0
University Total	35	852	70.9	69.0

Tenure
Concentration
by College

- At SUI, at least 50% of the total faculty in the Colleges of Engineering and Law are tenured. At least 70% of the tenure-eligible faculty are tenured in the College of Business, Dentistry, Education, Engineering, Law, Liberal Arts and Sciences, Medicine, Nursing, Pharmacy, and Public Health.
- At ISU, at least 50% of the total faculty in the Colleges of Agriculture, Business, Engineering, Family and Consumer Sciences, Liberal Arts and Sciences, Library, and Veterinary Medicine are tenured. At least 70% of the tenure-eligible faculty are tenured in the Colleges of Agriculture, Engineering, Family and Consumer Sciences, Liberal Arts and Sciences, and Veterinary Medicine.
- At UNI, at least 50% of the total faculty in the Colleges of Business Administration, Library, and Humanities and Fine Arts are tenured. At least 70% of the tenure-eligible faculty are tenured in the Colleges of Business Administration and Humanities and Fine Arts.

Tenure
Concentration
by Department

- At SUI, at least 50% of the tenure-eligible faculty are tenured in 97 (94.2%) of the departments; at least 70% of the tenure-eligible faculty are tenured in 72 (69.9%) of the departments.
- At ISU, at least 50% of the tenure-eligible faculty are tenured in 65 (97.0%) of the departments; at least 70% of the tenure-eligible faculty are tenured in 44 (65.7%) of the departments.

- At UNI, at least 50% of the tenure-eligible faculty are tenured in 34 (97.1%) of the departments; at least 70% of the tenure-eligible faculty are tenured in 19 (54.3%) of the departments.

Table 3 (page 20) provides data on departmental tenure concentrations during the past decade.

Distribution of Tenure by Rank

The awarding of tenure generally coincides with promotion to the rank of associate professor. As the tables below confirm, the majority of professors and associate professors at Regent institutions have tenure, while the majority of assistant professors and instructors do not have tenure.

Tenured Faculty Distribution by Rank 2001-2002

	Tenured Professor	Tenured Associate Professor	Tenured Assistant Professor	Tenured Instructor or Lecturer	Total Tenured Faculty
SUI	830	485	5	0	1,320
ISU	605	429	24	1	1,059
UNI	180	197	29	28	434
Regents Total	1,615	1,111	58	29	2,813

Tenure-Eligible (Probationary/Tenure-Track) Faculty Distribution by Rank 2001-2002

	Tenure-Eligible Professor	Tenure-Eligible Associate Professor	Tenure-Eligible Assistant Professor	Tenure-Eligible Instructor or Lecturer	Total Tenure-Eligible Faculty
SUI	4	34	346	3	387
ISU	4	15	316	2	337
UNI	0	8	143	27	178
Regents Total	8	57	805	32	902

Differences by Age

The traditional predominance of tenure among senior faculty assumes additional significance in relation to an aging professorate. Although age-rank correlations are not included in the annual tenure reports of the Regent institutions, national and Regent data suggest the possibility of significant attrition in the senior tenured ranks in the near future. Available data suggest that the age profiles of faculty at the Regent universities, similar to national data, have become more concentrated in cohorts above ages 40 and 50.

Differences by
Gender and
Race/Ethnicity

The percentages of tenured and tenure-eligible women and minority faculty have increased somewhat in recent years. However, the percentages remain lower than those for the total tenured faculty at all Regent universities, as the data on Tables 4 and 5 (pages 21 & 26) indicate.

The annual governance report on diversity (G.D. 11) contains additional information on the number of women and minority faculty at the Regent institutions².

- The tabulations in the annual governance report on faculty tenure include academic administrators who hold concurrent faculty appointments. This differs from the methodology used in the annual governance report on diversity, which groups those individuals in a separate category.
- Among non-tenure-track faculty, the report on diversity also excludes appointments that are less than 50% and/or unpaid. All faculty appointments are included in the tenure report.

Criteria for
Awarding Tenure

- At the University of Iowa, evaluation of faculty involves the following four aspects: (1) evaluation of teaching effectiveness; (2) evaluation of scholarly productivity; (3) evaluation of other professional contributions such as work for professional organizations, community, state, and federal agencies; and (4) educational needs of the department/college that the candidate for tenure will fill.
- At Iowa State University, evaluation of a faculty member for tenure is based primarily on evidence of scholarship in the faculty member's teaching, research/creative activities, and/or extension/professional practice.
- At the University of Northern Iowa, evaluation of a faculty member for tenure³ is based on evidence of successful teaching; quality of research and professional publications; artistic productivity; the esteem in which the faculty member is held by students, colleagues, and administrative officers; professional growth; participation in University activities, and contributions to the general welfare of the University.

Evaluation of Instructional Performance

University of Iowa

Evaluation of teaching effectiveness is an essential component of a tenure decision. The University policy specifies that only after teaching effectiveness has been ascertained should an individual's scholarly and professional contributions be evaluated for tenure.

² There are additional governance reports that describe tenure patterns. Differences between reports may result from variations in reporting dates.

³ As described in the Master Agreement.

Methods used to evaluate teaching include assessments by students and by faculty peers. Development of more systematic methods for peer evaluation of teaching involving class visitations by senior faculty, review of course materials, and other techniques is a major focus of the current *Procedural Guidelines for Tenure and Promotion Decision-Making*. Every college now has specific guidelines for peer review of teaching that are tailored to the various types of teaching that occur across the campus.

**Iowa State
University**

Evaluation of faculty is based on a position responsibility statement, and a statement of expected duties and outcomes for each faculty member. The use of position responsibility statements allows for variations in assigned work responsibilities and adjustments to develop the skills of the faculty. The position responsibility statement also forms the basis for decisions with respect to promotion and tenure.

Immediate supervisors evaluate faculty members annually with respect to their responsibilities and determine expectations for the coming year.

- The annual evaluations include evidence of teaching performance and evidence of productivity in research and outreach as appropriate.
- Evidence concerning teaching performance may include student evaluations as well as visits to classes and other methods of peer evaluation.
- Faculty members are encouraged to use instructional development facilities, the Center for Teaching Excellence, and other special programs to improve and modernize their teaching.

**University of
Northern Iowa**

The evaluation of faculty teaching performance is accomplished by peer review, student assessment, and administrative evaluation. The Professional Assessment Committee (PAC) of each department is primarily responsible for assessing the teaching, scholarship, and service of all probationary faculty, candidates for promotion and tenure, and term appointments.

Teaching evaluations include classroom observations by members of the PAC, data derived from student assessments, and evidence of effective teaching compiled by faculty in individual portfolios. Comprehensive assessment is conducted annually for all probationary faculty and at least every third year for tenured faculty, according to the Master Agreement. All faculty portfolios are reviewed by the department head annually for the purposes of awarding merit and assigning teaching and other responsibilities.

Status of Post-Tenure Review Implementation

University of Iowa The University's post-tenure review policy has been in place since 1989. Full professors are reviewed at least every five years and associate professors at least every seven years. Every college has a specific policy that specifies the review schedule (several colleges review faculty more frequently than the minimum requirement), materials, and procedures (e.g., review committee selection), as well as how the committee's recommendations are communicated and mechanisms for the faculty member to respond.

The policy works in conjunction with the faculty development programs and the post-tenure effort allocation policy that was implemented in 1997 to enhance faculty vitality. For example, review may result in a recommendation for a professional development assignment, a revised portfolio that increases a faculty member's effort in an area of strength, or a plan for phased retirement.

Post-tenure review and implementation of review committee recommendations are delegated to the colleges rather than centrally managed, but informal information from deans indicates that the policy works well to provide senior faculty with feedback and advice regarding their career development.

Approximately 90% of all eligible (in the 6th year or beyond for full professors; in the 8th year or beyond for associate professors) tenured professors have been reviewed at least once and approximately 40% have been reviewed more than once.

Iowa State University

Following the approval of the post-tenure review guiding statement in 1999, implementation of post-tenure review began last year in most departments. During FY 2001, departments reviewed 71 tenured faculty members; during FY 2002, 124 reviews are expected to take place.

Departments report a wide variety of outcomes for these reviews:

- Faculty members were encouraged to apply for promotion; were recommended for awards; and were encouraged to apply for grant funding of innovative projects.
- Faculty members worked with department executive officers to write new position responsibility statements.
- Some faculty members redirected their distribution of efforts to include additional time for teaching or research.
- Some faculty members redirected research efforts to meet changing needs in their discipline.
- Many reviews resulted in alterations of teaching; often the reviews included advice for an overall strengthening of faculty work.

**University of
Northern Iowa**

Policies and procedures relating to performance reviews for tenured faculty are defined in the Master Agreement and have been in place since 1976. Evaluation files are maintained in departmental offices; department heads review tenured faculty members annually for the purposes of awarding merit increases and assigning teaching and other responsibilities. In addition, tenured faculty members are assessed by students at least every third⁴ year. Many departments exceed the minimum assessment requirements because department heads may require assessments of all faculty in the department and faculty members can request assessments themselves.

Policy Implications for Tenure

Academic Freedom The changing structure of and demands on higher education have focused renewed attention on tenure policies and have been subject to regular review.

Tenure is frequently invoked as an essential protection of academic freedom. Academic freedom is a fundamental principle of higher education that is intended to ensure the integrity of research and the curriculum. Faculty must be free to pursue research and teach subjects that are judged by some to be controversial without fear of political repercussions and non-academic interference.

Role of Tenure The availability of tenure and its application through a well-designed and judicious system of academic peer review play a critical role in a university's competitive ability to attract and retain talented, productive teacher-scholars. Most informed observers would agree that tenure policies at the Regent universities have generally served the institutions well and have contributed to the strong quality of higher education in Iowa.

Faculty Vitality Regent universities provide a variety of opportunities for both tenured and tenure-track faculty to advance their teaching and scholarly interests through professional development assignments, summer research grants, and travel support for participation in academic conferences.

Many tenured faculty have maintained their vitality and increased student engagement in learning through the integration of new technology in their courses. Through workshops and institutes provided by the universities, faculty have expanded their classroom opportunities through the use of the world wide web, discussion board, chat rooms, electronic presentation tools, streaming video, digital imaging, electronic simulations, and electronic access to library resources.

⁴ Previous Master Agreements required post-tenure reviews every fifth year.

Appropriate Tenure
Levels

There are no national standards to help guide the Board and the institutions on the appropriate levels of tenure at the institutions. Comprehensive examinations of tenure at the national level have concluded that an institution should not allow more than one-half to two-thirds of its faculty to be on tenure appointments.

A conclusion by the *Commission on Academic Tenure*, for example, was based on the assumption that "a larger proportion of tenured faculty is likely to curtail opportunities for the appointment and retention of younger faculty, with undesirable effects on institutional vitality...and to diminish opportunities for the recruitment and promotion of increased numbers of women and members of minority groups."

Many departments at the Regent institutions exceed this level by some margin. For the reasons noted above, it is recommended that the institutions monitor closely the units where the percentage of tenured faculty exceeds 80%. There may well be good reasons for these high percentages as time and circumstances change; however, these percentages are high enough to warrant some attention.

Trends:

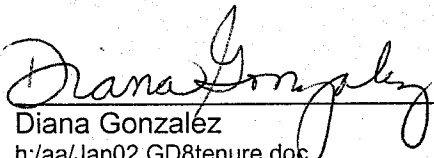
- While the total number of faculty at the Regent universities remained constant this year, the number of tenured faculty decreased for the fifth consecutive year.
- After three years of increases, the number of tenure-track probationary faculty decreased this year.
- For the second consecutive year, the proportion of tenure-eligible faculty with tenure increased this year.
- The number of departments with 70% or more of tenure-eligible faculty who are tenured has decreased during the past four years.
- The majority of tenure-eligible minority faculty is tenured; however, the proportion of tenured minority faculty is significantly lower than the proportion of all tenured faculty.
- The majority of tenure-eligible women faculty is tenured; however, the proportion of tenured women faculty is significantly lower than the proportion of all tenured faculty.

Regent Exhibit
Book

The complete institutional reports are available in the Regent Exhibit Book.

**Board Office
Recommendation:**

The Board Office recommends that the institutions monitor closely the units where the percentage of tenured faculty exceeds 80%.


Diana Gonzalez
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Approved:

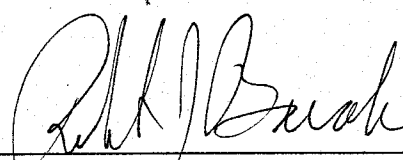

Robert J. Barak

TABLE 1
REGENT FACULTY BY TENURE STATUS
1985-86 TO 2001-2002

	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
SUI																	
Tenured	1,219	1,207	1,215	1,235	1,240	1,256	1,258	1,266	1,292	1,320	1,343	1,364	1,352	1,334	1,335	1,324	1,320
Tenure Track (Probationary)	428	405	393	404	407	449	465	463	491	483	446	384	360	368	367	390	387
Non-Tenure Track	1,171	1,352	1,469	1,541	1,532	1,578	1,589	1,674	1,725	1,705	1,853	1,812	2,103	2,171	2,048	2,197	2,234
Total	2,818	2,964	3,077	3,180	3,179	3,283	3,312	3,403	3,508	3,508	3,642	3,560	3,815	3,873	3,750	3,911	3,941
ISU																	
Tenured	1,284	1,283	1,275	1,266	1,231	1,195	1,180	1,177	1,191	1,198	1,210	1,196	1,162	1,163	1,114	1,077	1,059
Tenure Track (Probationary)	313	292	272	256	253	274	268	271	266	257	245	257	265	276	309	348	337
Non-Tenure Track	459	458	430	417	426	434	337	311	305	304	326	333	322	358	358	354	361
Total	2,056	2,033	1,977	1,939	1,910	1,903	1,785	1,759	1,762	1,759	1,781	1,786	1,749	1,797	1,781	1,779	1,757
UNI																	
Tenured	398	396	390	381	399	387	387	394	407	421	433	453	456	452	429	425	434
Tenure Track (Probationary)	91	94	108	106	150	180	180	198	197	189	186	170	152	144	164	191	178
Non-Tenure Track	186	193	210	217	224	191	191	218	226	245	227	211	218	272	287	245	240
Total	675	683	708	704	773	758	758	810	830	855	846	834	826	868	880	861	852
REGENTS TOTAL																	
Tenured	2,901	2,886	2,880	2,882	2,870	2,838	2,825	2,837	2,890	2,939	2,986	3,013	2,970	2,949	2,878	2,826	2,813
Tenure Track (Probationary)	832	791	773	766	810	903	913	932	954	929	877	811	777	788	840	929	902
Non-Tenure Track	1,816	2,003	2,109	2,175	2,182	2,203	2,117	2,203	2,256	2,254	2,406	2,356	2,643	2,801	2,693	2,796	2,835
Total	5,549	5,680	5,762	5,823	5,862	5,944	5,855	5,972	6,100	6,122	6,269	6,180	6,390	6,538	6,411	6,551	6,550

CHART 1
UNIVERSITY OF IOWA FACULTY BY TENURE STATUS
1985-1986 TO 2001-2002

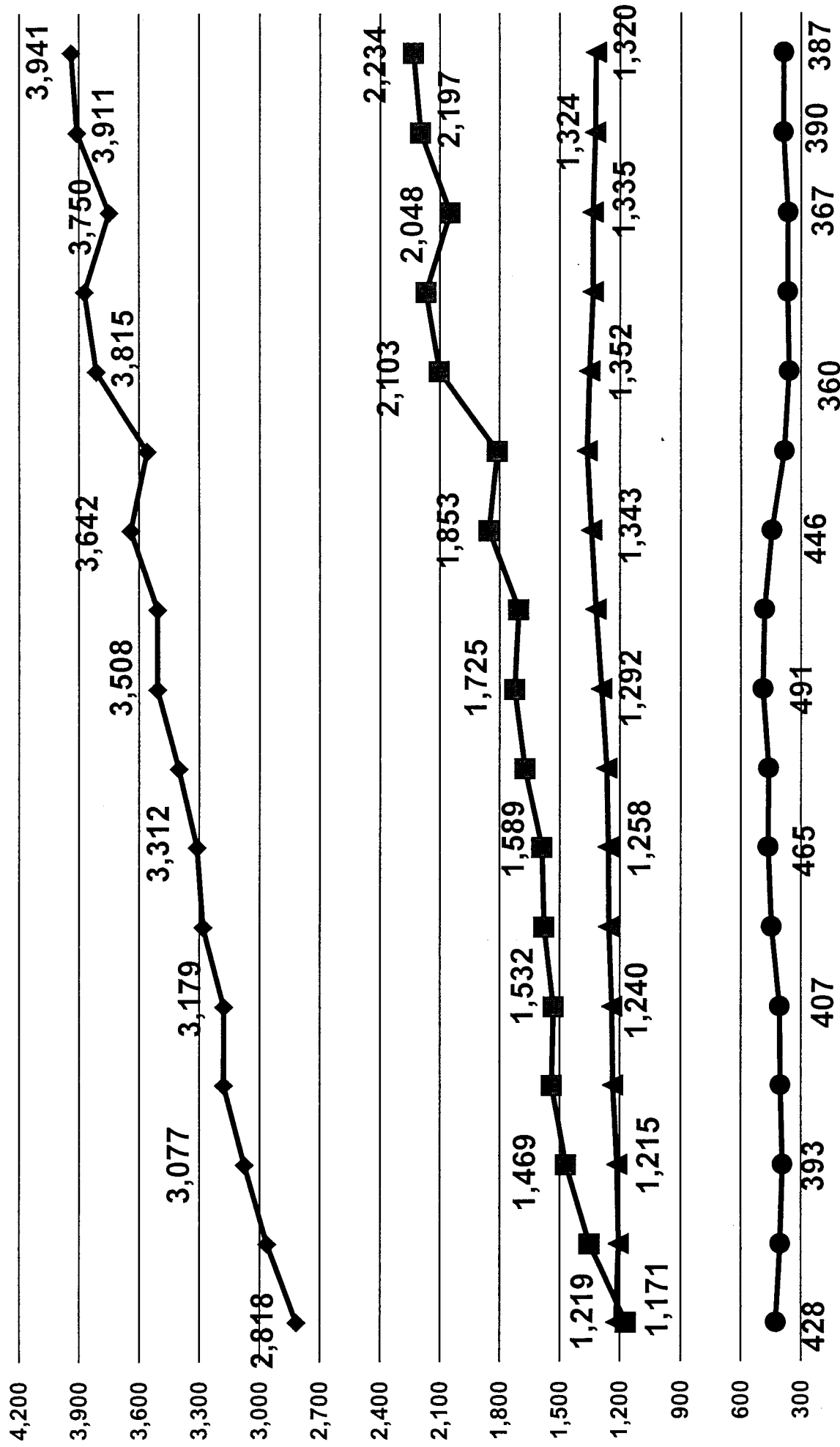


CHART 2
IOWA STATE UNIVERSITY FACULTY BY TENURE STATUS
1985-1986 TO 2001-2002

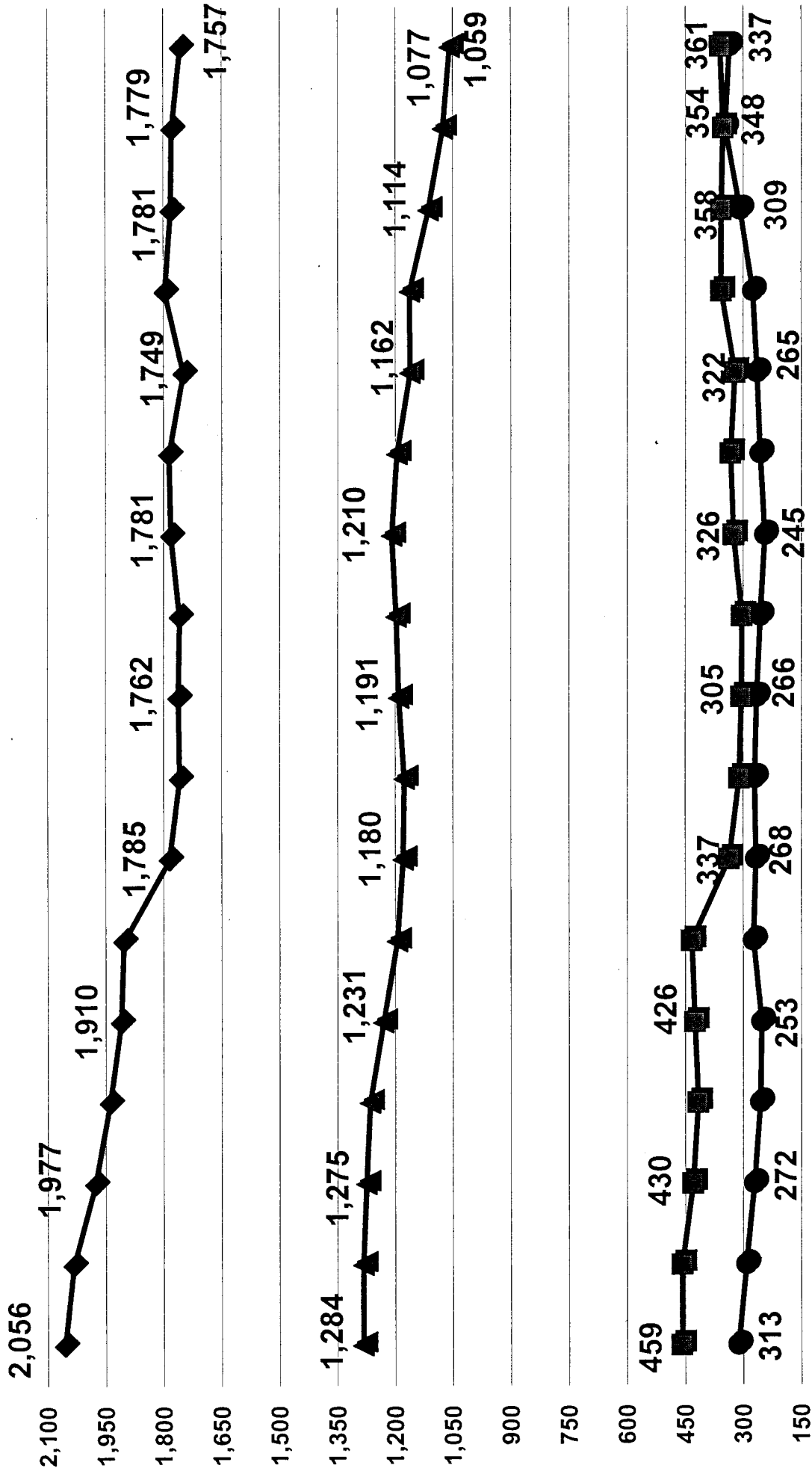


CHART 3
UNIVERSITY OF NORTHERN IOWA FACULTY BY TENURE STATUS
1985-1986 TO 2001-2002

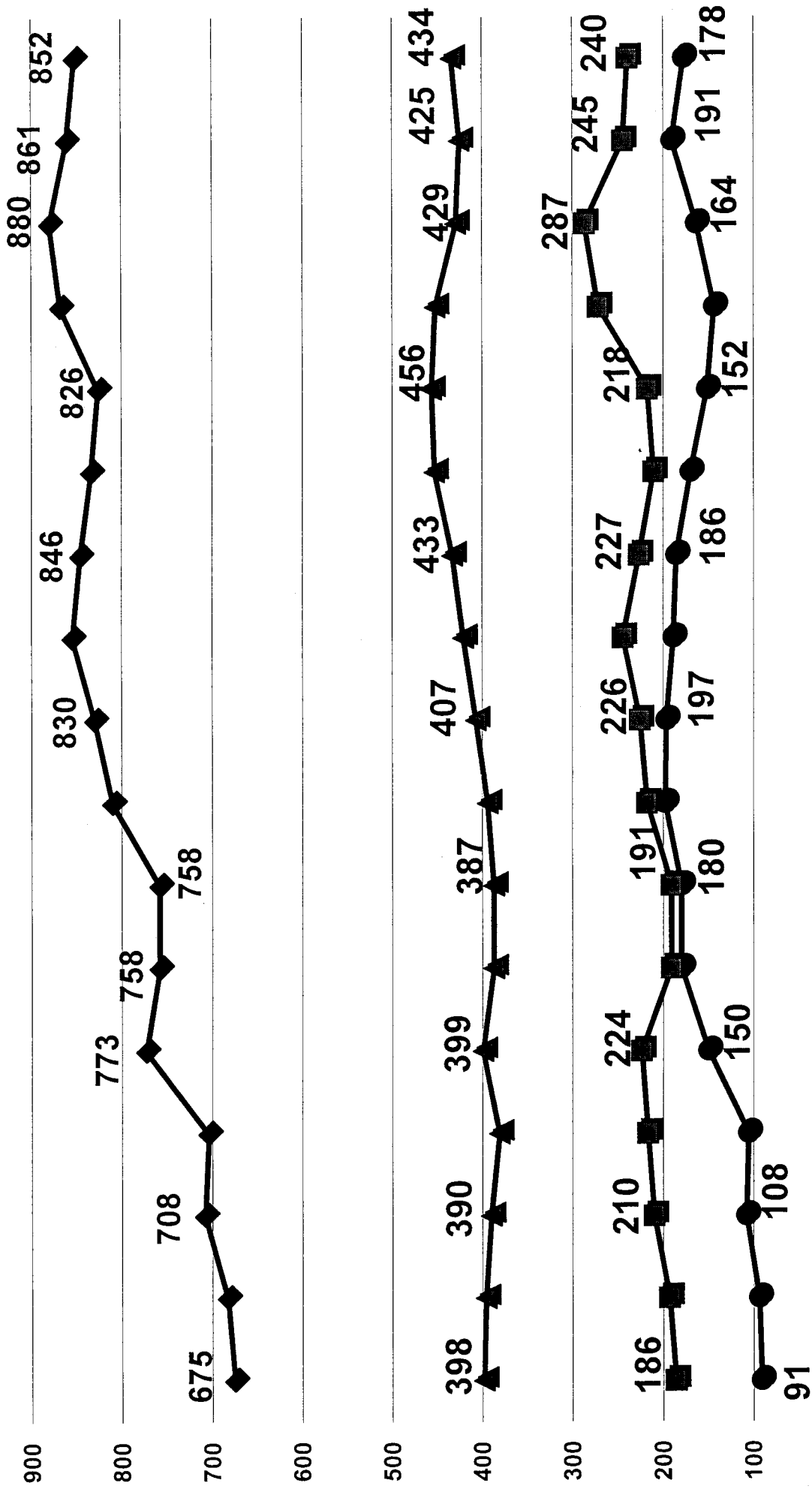


CHART 4
 REGENT FACULTY BY TENURE STATUS
 1985-1986 TO 2001-2002

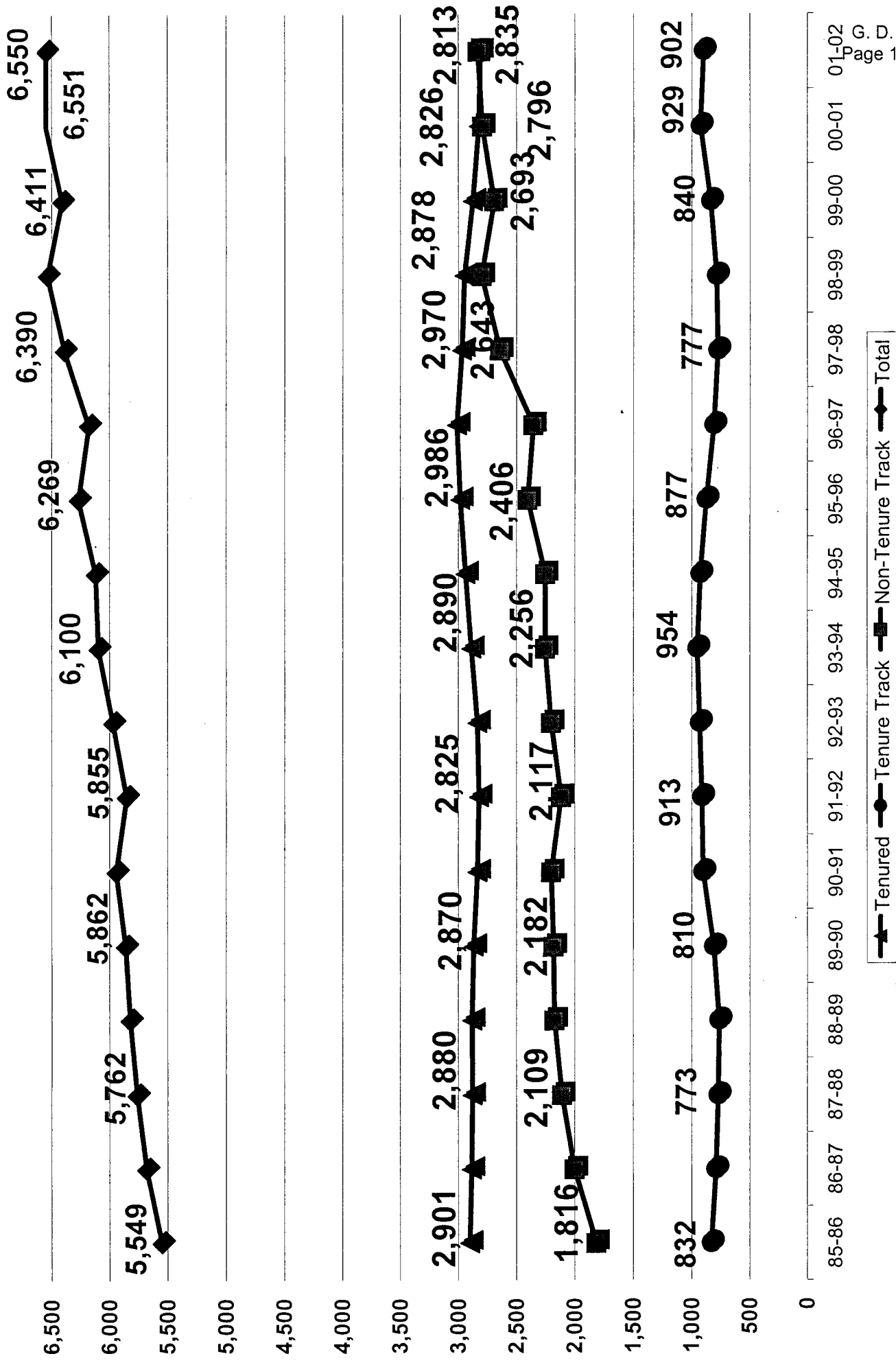


TABLE 2
PERCENTAGES OF TENURED AND NON-TENURED FACULTY AT REGENT UNIVERSITIES
1988-89 TO 2001-2002

	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
UNIVERSITY OF IOWA														
All Faculty	3,180	3,179	3,283	3,312	3,403	3,508	3,508	3,642	3,560	3,815	3,873	3,750	3,911	3,941
Tenured Faculty as % of all Faculty	38.8	39.0	38.3	38.0	37.2	36.8	37.6	36.9	38.3	35.4	34.4	35.6	33.9	33.5
Tenure Track Faculty as % of all Faculty	12.7	12.8	13.7	14.0	13.6	14.0	13.8	12.2	10.8	9.4	9.5	9.8	10.0	9.8
Non-Tenure Track Faculty as % of all Faculty	48.5	48.2	48.0	48.0	49.2	49.2	48.6	50.9	50.9	55.1	56.1	54.6	56.1	56.7
% of Tenure-Eligible Faculty with Tenure	75.4	75.3	73.7	73.0	73.2	72.5	73.2	75.1	78.0	79.0	78.4	78.4	77.2	77.3
Faculty after Excluding Non-Tenure Track Faculty in the Health Colleges								(1)						
Tenured as % of all Faculty	59.0	58.0	57.0	58.0	57.0	56.0	58.0	58.0	59.8	58.0	56.7	54.7	55.0	55.6
Tenure Track as % of all Faculty	xx	xx	xx	xx	xx	xx	xx	xx	16.8	15.4	15.6	15.0	16.2	16.3
Non-Tenure Track as % of all Faculty	xx	xx	xx	xx	xx	xx	xx	xx	23.3	26.6	27.7	30.3	28.8	28.1
IOWA STATE UNIVERSITY														
All Faculty	1,939	1,910	1,903	1,785	1,759	1,762	1,759	1,781	1,786	1,749	1,797	1,781	1,779	1,757
Tenured Faculty as % of all Faculty	65.0	64.0	63.0	66.0	67.0	68.0	68.0	68.0	66.9	66.4	64.7	62.6	60.5	60.3
Tenure Track Faculty as % of all Faculty	13.0	13.0	14.0	15.0	15.0	15.0	15.0	14.0	14.4	15.2	15.4	17.3	19.6	19.2
Non-Tenure Track Faculty as % of all Faculty	22.0	22.0	23.0	19.0	18.0	17.0	17.0	18.0	18.6	18.4	19.9	20.1	19.9	20.5
% of Tenure-Eligible Faculty with Tenure	83.0	83.0	81.0	81.0	81.0	82.0	82.0	83.0	82.3	81.4	80.8	78.3	75.6	75.9
UNIVERSITY OF NORTHERN IOWA														
All Faculty	704	773	758	758	810	830	855	846	834	826	868	880	861	852
Tenured Faculty as % of all Faculty	54.0	52.0	52.0	51.0	49.0	49.0	49.0	51.0	54.3	55.2	52.1	48.8	49.4	50.9
Tenure Track Faculty as % of all Faculty	15.0	19.0	24.0	24.0	24.0	24.0	22.0	22.0	20.4	18.4	16.6	18.6	22.1	20.9
Non-Tenure Track Faculty as % of all Faculty	31.0	29.0	25.0	25.0	27.0	27.0	29.0	27.0	25.3	26.4	31.3	32.6	28.5	28.2
% of Tenure-Eligible Faculty with Tenure	78.0	74.0	73.0	68.0	67.0	67.0	69.0	70.0	72.7	75.0	75.8	72.3	69.0	70.9
REGENTS TOTAL														
All Faculty	5,823	5,862	5,944	5,855	5,972	6,100	6,122	6,269	6,180	6,390	6,538	6,411	6,551	6,550
Tenured Faculty as % of all Faculty	49.5	49.0	47.7	48.2	47.5	47.4	48.0	47.6	48.8	46.4	45.1	44.9	43.1	42.9
Tenure Track Faculty as % of all Faculty	13.2	13.8	15.2	15.6	15.6	15.6	15.2	14.0	13.1	12.2	12.1	13.1	14.2	13.8
Non-Tenure Track Faculty as % of all Faculty	37.3	37.2	37.1	36.2	36.9	37.0	36.8	38.4	38.1	41.4	42.8	42.0	42.7	43.3
% of Tenure-Eligible Faculty with Tenure	79.0	78.0	75.9	75.6	75.3	75.2	76.0	77.3	78.8	79.3	78.9	77.4	75.3	75.7

(1) Annual reports prior to 1996 did not recalculate non-tenured faculty percentages.

TABLE 3

TENURE DENSITY AT REGENT UNIVERSITIES: 1990-1991 TO 2001-2002

UNIVERSITY OF IOWA		90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
<i>Academic Departments and Units</i>													
Number of Depts. with 70% or More of Total Faculty Tenured		15	13	13	9	8	11	12	10	11	8	7	9
Percent of Depts. with 70% or More of Total Faculty Tenured		15.0%	13.0%	13.0%	9.0%	8.0%	12.0%	12.0%	10.0%	11.5%	8.3%	7.0%	8.7%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		65	58	59	56	57	60	71	75	74	75	70	72
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		66.0%	59.0%	60.0%	59.0%	60.0%	63.0%	73.0%	78.0%	77.1%	78.1%	70.0%	69.9%
IOWA STATE UNIVERSITY		90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
<i>Academic Departments and Units</i>													
Number of Depts. with 70% or More of Total Faculty Tenured		41	35	31	34	32	37	37	41	29	25	20	18
Percent of Depts. with 70% or More of Total Faculty Tenured		60.0%	51.0%	50.0%	55.0%	52.0%	53.0%	54.0%	59.0%	41.4%	36.2%	29.4%	27.3%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		55	53	53	51	57	59	56	58	56	52	45	44
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		81.0%	78.0%	85.0%	82.0%	92.0%	84.0%	82.0%	84.0%	80.0%	75.4%	66.2%	66.7%
[Note: ISU has several departments with faculty divided between two colleges. They are treated as separate entities in these calculations.]													
UNIVERSITY OF NORTHERN IOWA		90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
<i>Academic Departments and Units</i>													
Number of Depts. with 70% or More of Total Faculty Tenured		5	0	4	4	2	4	4	5	5	4	3	4
Percent of Depts. with 70% or More of Total Faculty Tenured		15.0%	0.0%	11.0%	11.0%	6.0%	11.0%	10.0%	13.0%	12.2%	10.0%	8.3%	11.4%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		22	18	17	15	17	18	22	29	33	27	19	19
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		67.0%	55.0%	47.0%	42.0%	47.0%	49.0%	56.0%	74.0%	80.5%	67.5%	52.8%	54.3%
REGENTS TOTAL		90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
<i>Academic Departments and Units</i>													
Number of Depts. with 70% or More of Total Faculty Tenured		61	48	48	47	42	52	53	56	45	37	30	31
Percent of Depts. with 70% or More of Total Faculty Tenured		30.3%	23.8%	24.2%	23.7%	21.5%	26.3%	26.0%	27.6%	21.7%	18.0%	14.7%	15.2%
Number of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		142	129	129	122	131	137	149	162	163	154	134	135
Percent of Depts. with 70% or More of Tenure-Eligible Faculty Tenured		70.6%	63.9%	65.2%	61.6%	67.2%	69.2%	73.0%	79.8%	78.7%	75.1%	68.6%	66.2%

TABLE 4
TENURE AMONG MINORITIES AT REGENT UNIVERSITIES
FALL 1990 TO FALL 2001

UNIVERSITY OF IOWA												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	1,705	1,723	1,729	1,783	1,803	1,789	1,748	1,712	1,702	1,702	1,714	1,707
Tenure Eligible Minorities	171	176	191	199	200	195	192	192	199	203	210	209
Tenured Minorities	108	106	105	110	117	126	130	136	138	142	142	143
Tenure Track Minorities	63	70	86	89	83	69	62	56	61	61	68	66
% Minority Tenured of Tenure-Eligible	6.3%	6.2%	6.1%	6.2%	6.5%	7.0%	7.4%	7.9%	8.1%	8.3%	8.3%	8.4%
% Min. Tenured of Tenure-Eligible Min.	63.2%	60.2%	55.0%	55.3%	58.5%	64.6%	67.7%	70.8%	69.3%	70.0%	67.6%	68.4%
% Total Tenured of Tenure-Eligible	73.7%	73.0%	73.2%	72.5%	73.2%	75.1%	78.0%	79.0%	78.4%	78.4%	77.2%	77.3%
IOWA STATE UNIVERSITY												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	1,469	1,448	1,448	1,457	1,455	1,455	1,453	1,427	1,439	1,423	1,425	1,396
Tenure Eligible Minorities	117	118	133	144	144	140	149	162	172	181	196	205
Tenured Minorities	63	65	72	84	84	93	98	103	108	109	118	129
Tenure Track Minorities	54	53	61	60	60	47	51	59	64	72	78	76
% Minority Tenured of Tenure-Eligible	4.3%	4.5%	5.0%	5.8%	5.8%	6.4%	6.7%	7.2%	7.5%	7.7%	8.3%	9.2%
% Min. Tenured of Tenure-Eligible Min.	53.8%	55.1%	54.1%	58.3%	58.3%	66.4%	65.8%	63.6%	62.8%	60.2%	60.2%	62.9%
% Total Tenured of Tenure-Eligible	81.0%	81.0%	81.0%	82.0%	82.0%	83.0%	82.3%	81.4%	80.8%	78.3%	75.6%	75.9%
UNIVERSITY OF NORTHERN IOWA												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	567	567	592	604	610	619	623	608	596	593	616	612
Tenure Eligible Minorities	36	46	51	58	67	60	61	62	69	71	71	70
Tenured Minorities	21	25	28	31	35	35	40	43	44	40	43	46
Tenure Track Minorities	15	21	23	27	32	25	21	19	25	31	28	24
% Minority Tenured of Tenure-Eligible	3.7%	4.4%	4.7%	5.1%	5.7%	5.7%	6.4%	7.1%	7.4%	6.7%	7.0%	7.5%
% Min. Tenured of Tenure-Eligible Min.	58.3%	54.3%	54.9%	53.4%	52.2%	58.3%	65.6%	69.4%	63.8%	56.3%	60.6%	65.7%
% Total Tenured of Tenure-Eligible	73.0%	68.0%	67.0%	67.0%	69.0%	70.0%	72.7%	75.0%	75.8%	72.3%	69.0%	70.9%
REGENTS TOTAL												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	3,741	3,738	3,769	3,844	3,868	3,863	3,824	3,747	3,737	3,718	3,755	3,715
Tenure Eligible Minorities	324	340	375	401	411	395	402	416	440	455	477	484
Tenured Minorities	192	196	205	225	236	254	268	282	290	291	303	318
Tenure Track Minorities	132	144	170	176	175	141	134	134	150	164	174	166
% Minority Tenured of Tenure-Eligible	5.1%	5.2%	5.4%	5.9%	6.1%	6.6%	7.0%	7.5%	7.8%	7.8%	8.1%	8.6%
% Min. Tenured of Tenure-Eligible Min.	59.3%	57.6%	54.7%	56.1%	57.4%	64.3%	66.7%	67.8%	65.9%	64.0%	63.5%	65.7%
% Total Tenured of Tenure-Eligible	75.9%	75.6%	75.3%	75.2%	76.0%	77.3%	78.8%	79.3%	78.9%	77.4%	75.3%	75.7%

CHART 5
TENURE AMONG MINORITIES AT THE UNIVERSITY OF IOWA
Fall 1990 to Fall 2001

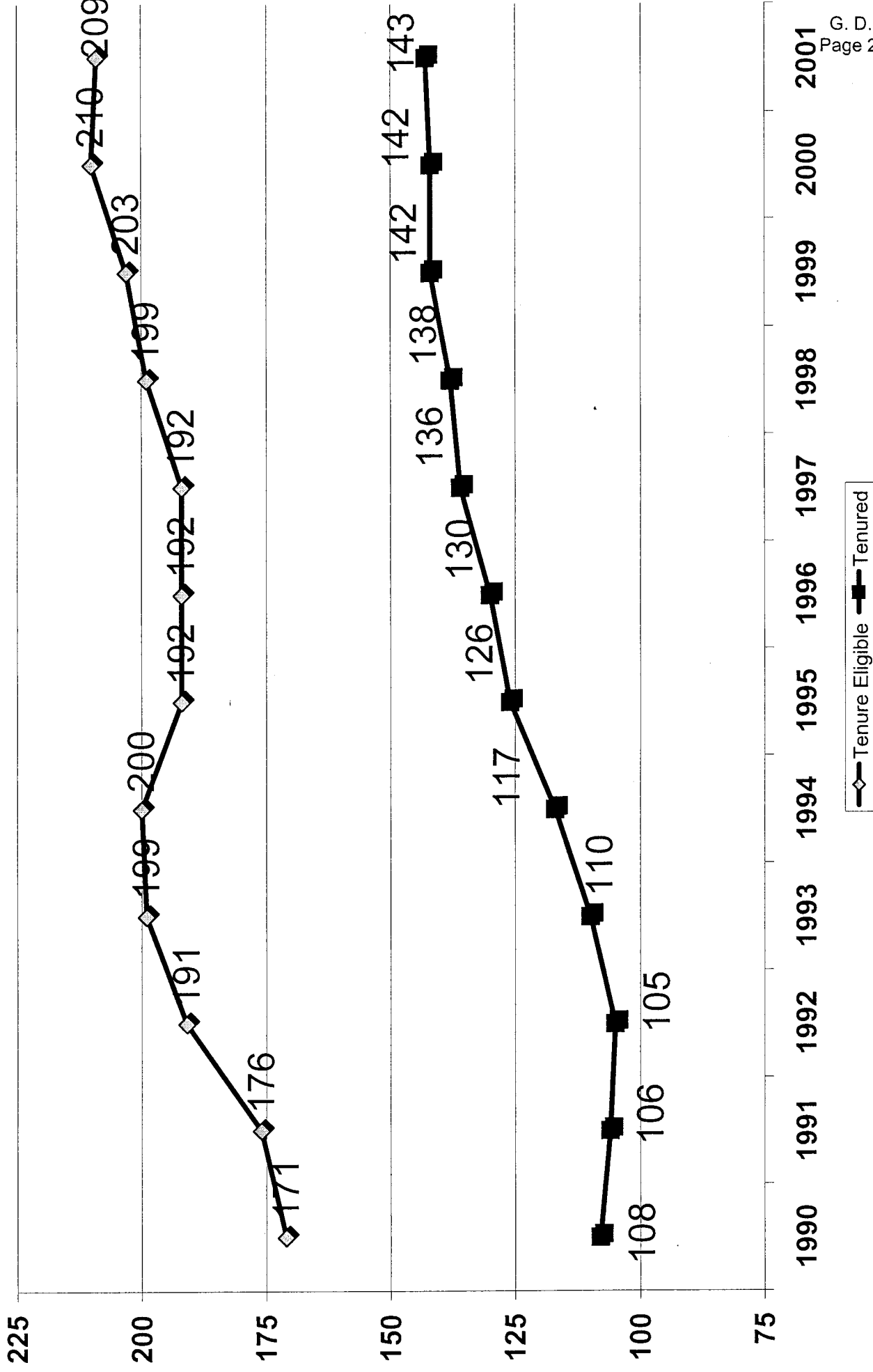


CHART 6
TENURED MINORITIES AT IOWA STATE UNIVERSITY
Fall 1990 to Fall 2001

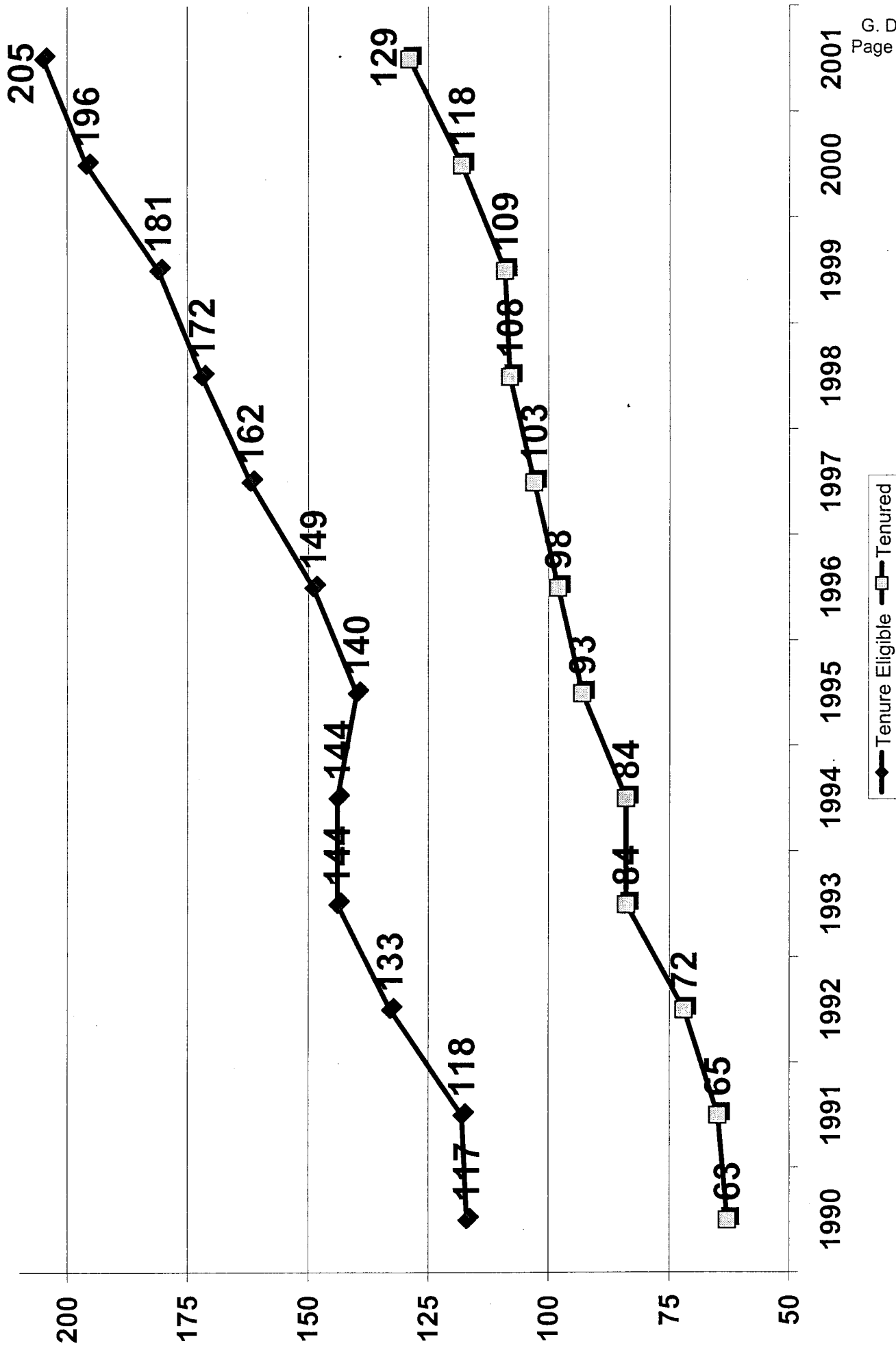


CHART 7
 TENURED MINORITIES AT THE UNIVERSITY OF NORTHERN IOWA
 Fall 1990 to Fall 2001

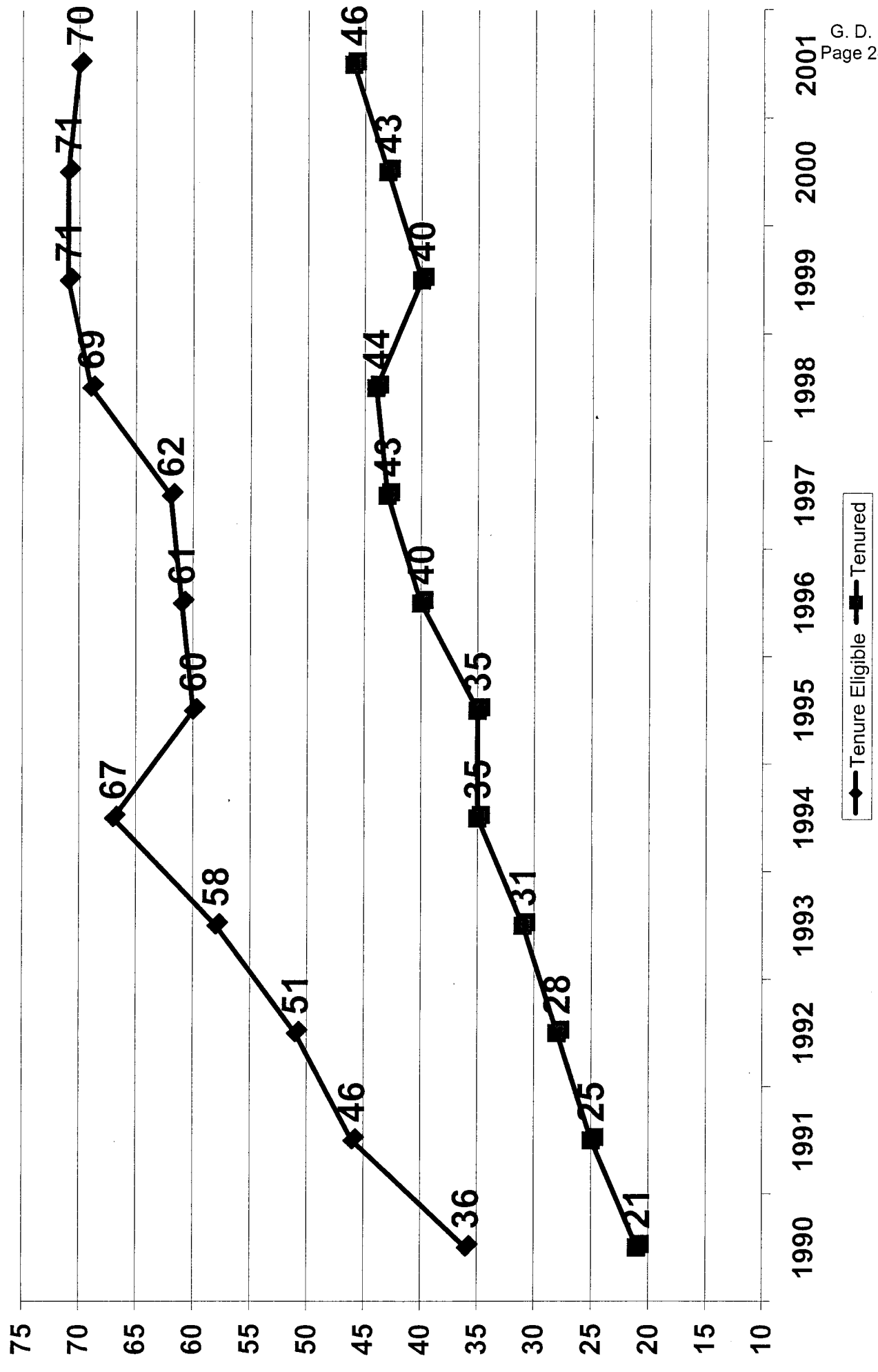


CHART 8
TENURED MINORITIES AT REGENT UNIVERSITIES
FALL 1990 TO FALL 2001

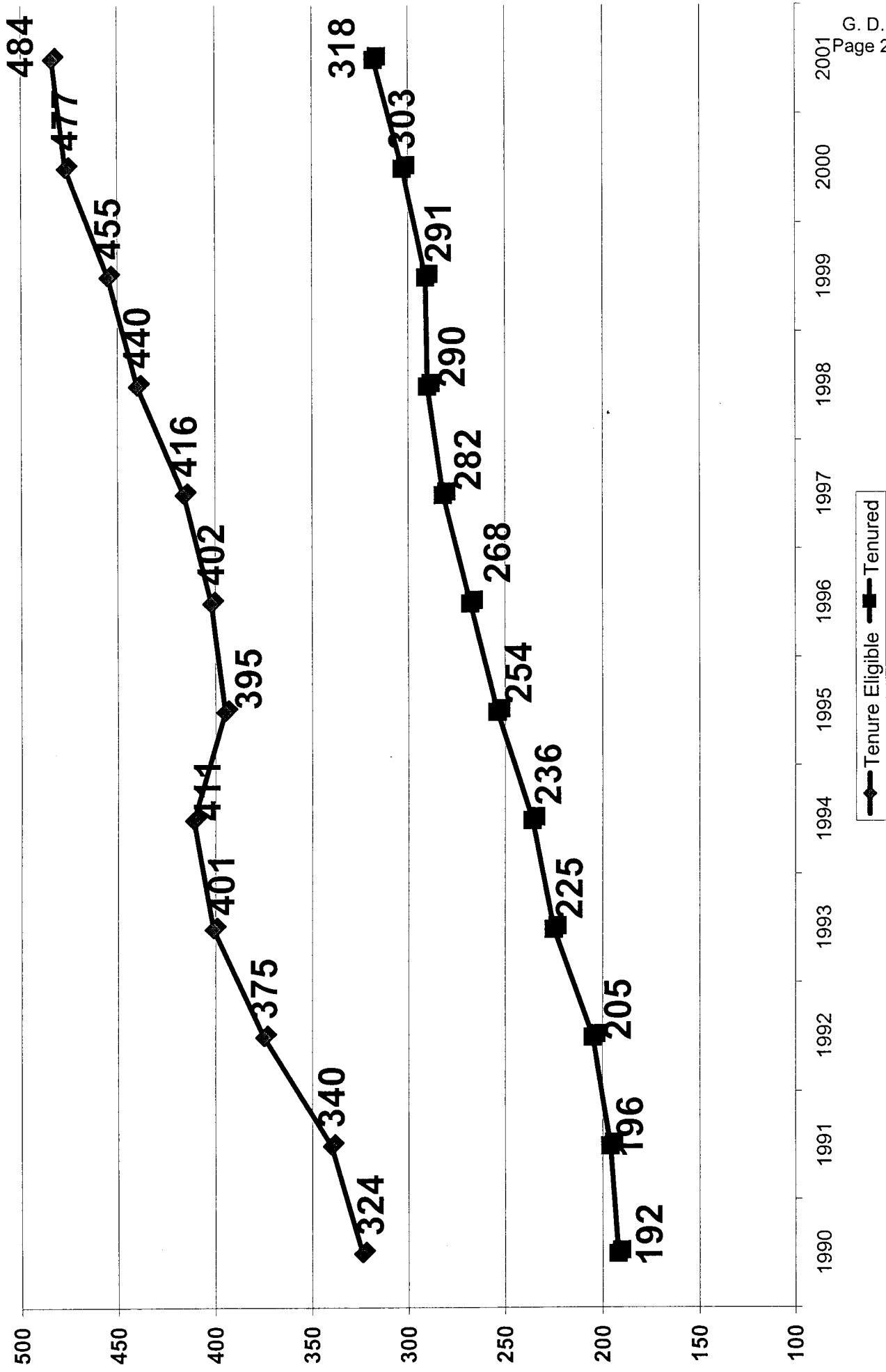


TABLE 5
TENURE AMONG WOMEN AT REGENT UNIVERSITIES
FALL 1990 TO FALL 2001

UNIVERSITY OF IOWA												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	1,705	1,723	1,729	1,783	1,803	1,789	1,748	1,712	1,702	1,702	1,714	1,707
Tenure Eligible Women	313	335	346	369	387	391	385	402	424	438	452	457
Tenured Women	173	182	182	199	216	224	250	271	276	294	300	312
Tenure Track Women	140	153	164	170	171	167	135	131	148	144	152	145
% Women Tenured of Tenure-Eligible	10.1%	10.6%	10.5%	11.2%	12.0%	12.5%	14.3%	15.8%	16.2%	17.3%	17.5%	18.3%
% Women Tenured of Ten.-Eligible Women	55.3%	54.3%	52.6%	53.9%	55.8%	57.3%	64.9%	67.4%	65.1%	67.1%	66.4%	68.3%
% Total Tenured of Tenure-Eligible	73.7%	73.0%	73.2%	72.5%	73.2%	75.1%	78.0%	79.0%	78.4%	78.4%	77.2%	77.3%
IOWA STATE UNIVERSITY												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	1,469	1,448	1,448	1,457	1,455	1,455	1,453	1,427	1,439	1,423	1,425	1,396
Tenure Eligible Women	291	291	294	317	317	318	331	325	338	343	361	361
Tenured Women	192	191	193	212	212	217	221	214	225	221	222	229
Tenure Track Women	99	100	101	105	105	101	110	111	113	122	139	132
% Women Tenured of Tenure-Eligible	13.1%	13.2%	13.3%	14.6%	14.6%	14.9%	15.2%	15.0%	15.6%	15.5%	15.6%	16.4%
% Women Tenured of Ten.-Eligible Women	66.0%	65.6%	65.6%	66.9%	66.9%	68.2%	66.8%	65.8%	66.6%	64.4%	61.5%	63.4%
% Total Tenured of Tenure-Eligible	81.0%	81.0%	81.0%	82.0%	82.0%	83.0%	82.3%	81.4%	80.8%	78.3%	75.6%	75.9%
UNIVERSITY OF NORTHERN IOWA												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	567	567	592	604	610	619	623	608	596	593	616	612
Tenure Eligible Women	170	173	194	207	211	217	223	216	226	224	238	236
Tenured Women	95	92	97	104	112	123	131	137	142	141	146	151
Tenure Track Women	75	81	97	103	99	94	92	79	84	83	92	85
% Women Tenured of Tenure-Eligible	16.8%	16.2%	16.4%	17.2%	18.4%	19.9%	21.0%	22.5%	23.8%	23.8%	23.7%	24.7%
% Women Tenured of Ten.-Eligible Women	55.9%	53.2%	50.0%	50.2%	53.1%	56.7%	58.7%	63.4%	62.8%	62.9%	61.3%	64.0%
% Total Tenured of Tenure-Eligible	73.0%	68.0%	67.0%	67.0%	69.0%	70.0%	72.7%	75.0%	75.8%	72.3%	69.0%	70.9%
REGENTS TOTAL												
	Fall 90	Fall 91	Fall 92	Fall 93	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	Fall 01
Total Tenure Eligible Faculty	3,741	3,738	3,769	3,844	3,868	3,863	3,824	3,747	3,737	3,718	3,755	3,715
Tenure Eligible Women	774	799	834	893	915	926	939	943	988	1,005	1,051	1,054
Tenured Women	460	465	472	515	540	564	602	622	643	656	668	692
Tenure Track Women	314	334	362	378	375	362	337	321	345	349	383	362
% Women Tenured of Tenure-Eligible	12.3%	12.4%	12.5%	13.4%	14.0%	14.6%	15.7%	16.6%	17.2%	17.6%	17.8%	18.6%
% Women Tenured of Ten.-Eligible Women	59.4%	58.2%	56.6%	57.7%	59.0%	60.9%	64.1%	66.0%	65.1%	65.3%	63.6%	65.7%
% Total Tenured of Tenure-Eligible	75.9%	75.6%	75.3%	75.2%	76.0%	77.3%	78.8%	79.3%	78.9%	77.4%	75.3%	75.7%

CHART 9
 TENURED WOMEN AT THE UNIVERSITY OF IOWA
 FALL 1990 TO FALL 2001



CHART 10
TENURED WOMEN AT IOWA STATE UNIVERSITY
FALL 1990 TO FALL 2001

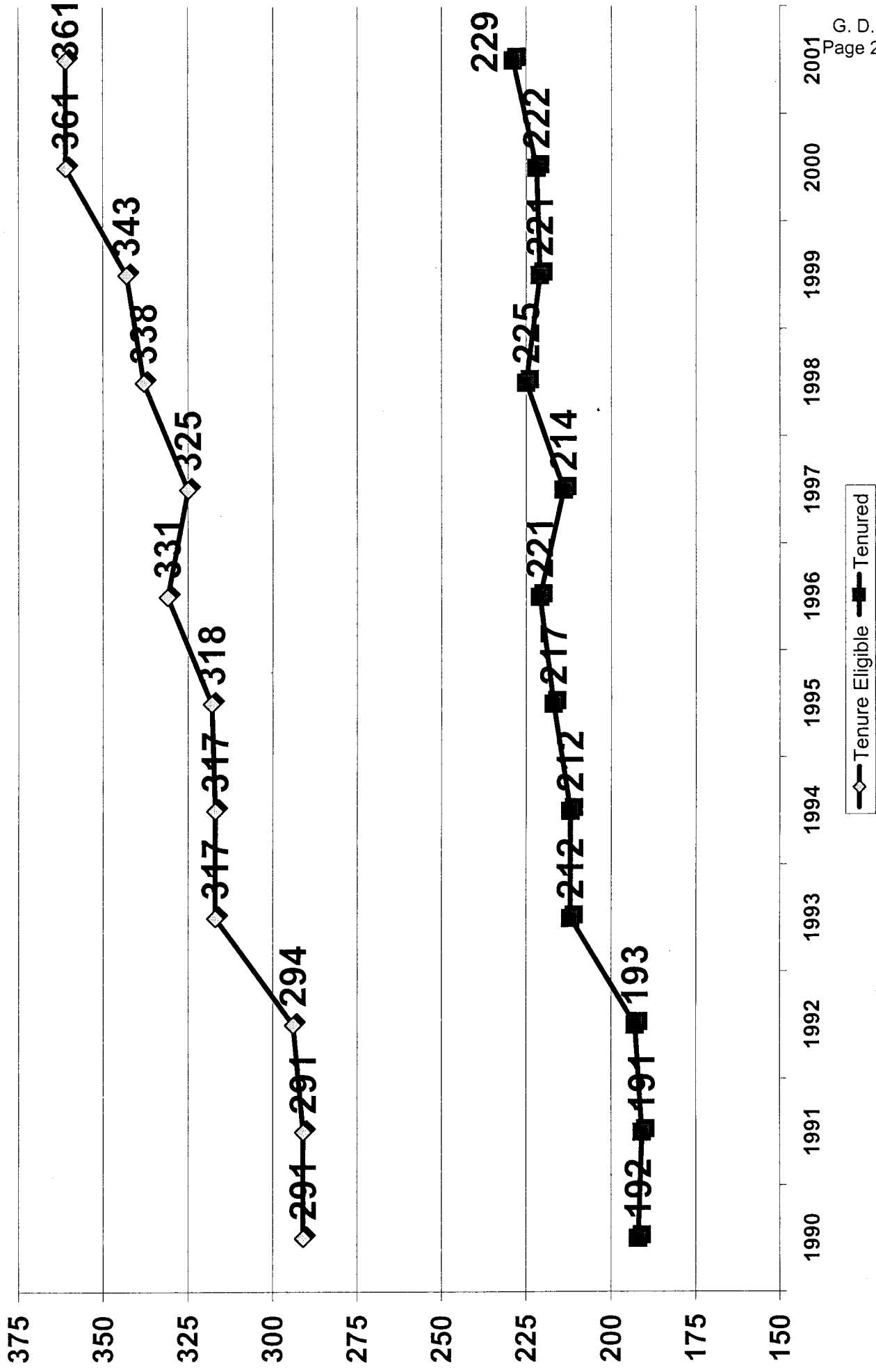


CHART 11
 TENURED WOMEN AT THE UNIVERSITY OF NORTHERN IOWA
 FALL 1990 TO FALL 2001

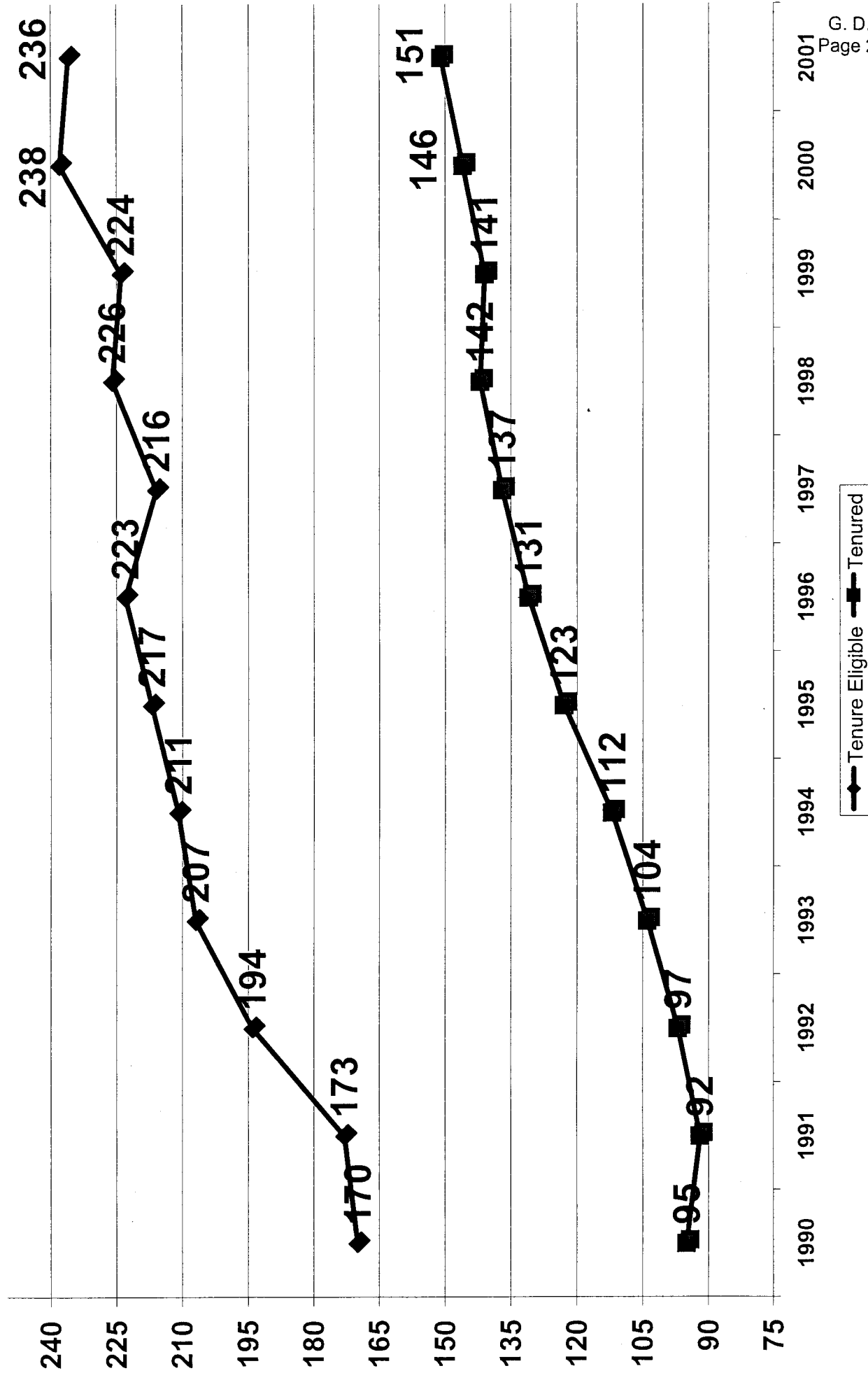


CHART 12
TENURED WOMEN AT THE REGENT UNIVERSITIES
FALL 1990 TO FALL 2001

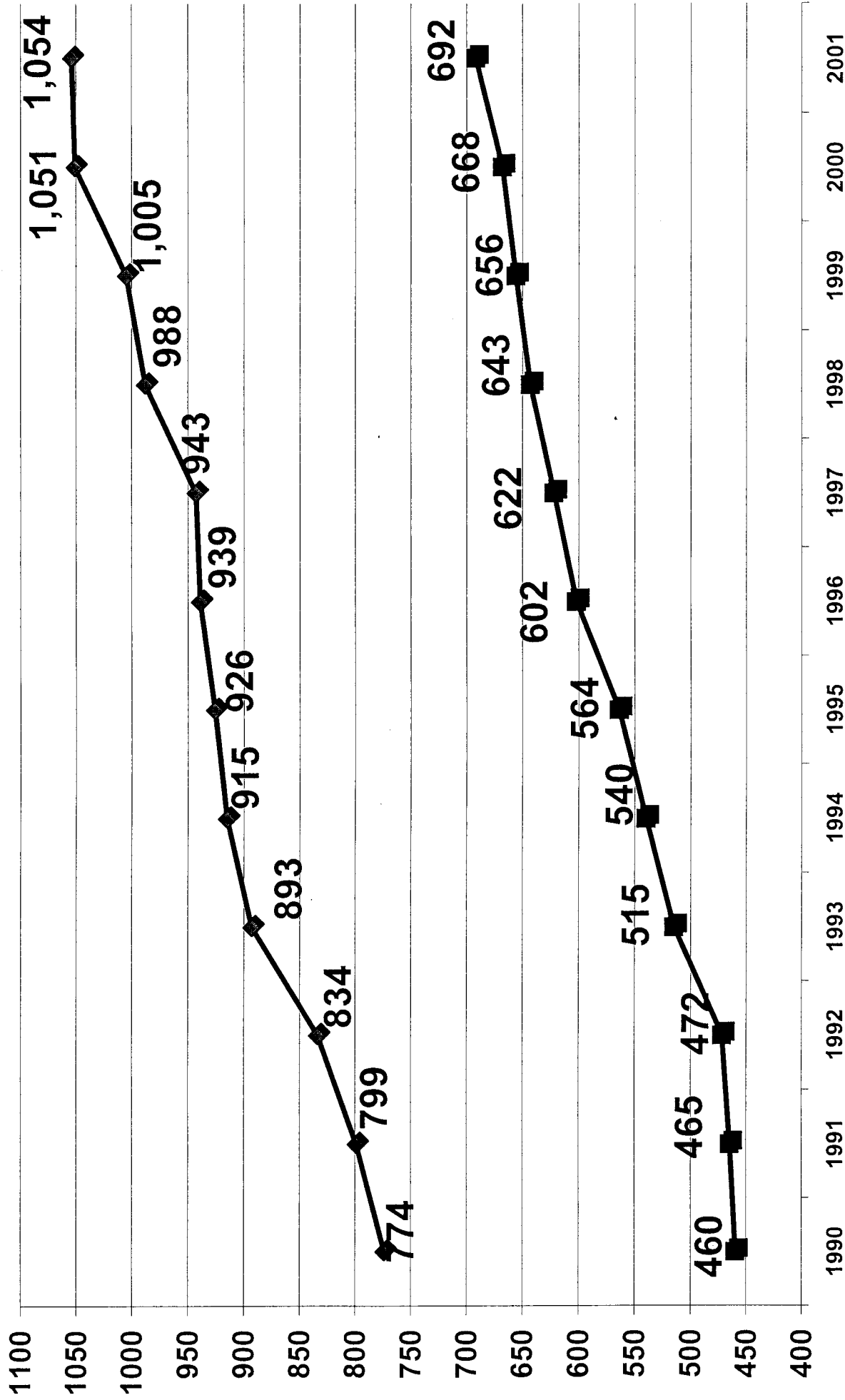


TABLE 6
NON-TENURE-TRACK FACULTY AT REGENT UNIVERSITIES
BY TYPE OF POSITION
FALL 2001

	Clinical Track	Adjunct/ Temporary	Visiting/ Term	Other	Total
University of Iowa	311	1,589	163	171	2,234
Iowa State University		355	6		361
University of Northern Iowa		199	37	4	240
Total	311	2,143	206	175	2,835

TABLE 7
TENURE RATES AT PEER INSTITUTIONS

UNIVERSITY OF IOWA	74.7%
<u>Comparable AAU Universities</u>	
University of Arizona	74.0%
University of California - Los Angeles	70.0%
University of Illinois, Urbana-Champaign	74.6%
Indiana University - Bloomington	60.9%
University of Michigan	58.2%
University of Minnesota - Twin Cities	78.8%
University of North Carolina - Chapel Hill	70.9%
Ohio State University	78.1%
University of Texas - Austin	63.6%
University of Wisconsin - Madison	76.7%
IOWA STATE UNIVERSITY	66.7%
<u>Comparable Land Grant Universities</u>	
University of Arizona	74.0%
University of Illinois, Urbana-Champaign	74.6%
Michigan State University	75.9%
University of Minnesota - Twin Cities	78.8%
North Carolina State University	62.8%
Ohio State University	78.1%
Purdue University	64.6%
Texas A & M University	59.7%
University of Wisconsin - Madison	76.7%
UNIVERSITY OF NORTHERN IOWA	71.3%
<u>Comparable Public Comprehensive Universities</u>	
California State University-Fresno	71.3%
Central Michigan University	64.2%
Illinois State University	54.9%
Indiana State University	64.4%
Northern Arizona University	55.7%
University of North Carolina - Greensboro	53.3%
University of North Texas	63.2%
Ohio University - Athens	65.9%

Source: IPEDS - Salaries and Tenure of Full-Time Instructional Faculty, Academic Year 1999-2000